

OUR SUSTAINABILITY BOOKLET

*2023 Extra-Financial Performance
& CSR Commitments*





EDITORIAL

At Radiall, we consider sustainable development a cornerstone of our strategy. We firmly believe that growth must go hand in hand with the protection of the environment and social wellbeing. This is why we have redoubled our efforts to develop our practices and drive progress at every level of the business.

In 2023, we have continued to support ambitious projects and have a positive impact where it counts the most. As a responsible business, we are collectively committed to taking up the challenges of sustainable development with determination and ingenuity. We are convinced that each action, no matter how small, contributes to a better future for generations to come.

This booklet is a compilation of what we do best: create unique and sustainable value for our customers, continually develop environmentally and socially responsible practices, cultivate our corporate DNA and extend our convictions beyond our factory walls to create a lasting legacy. The commitments and initiatives presented in this brochure are the reflection of our multi-faceted performance, the steadfast commitment of our teams and our pride in being part of a company that takes the greatest care to look after the greater good.

We hope you enjoy reading this booklet.



PIERRE GATTAZ & LUC KAËS

President & CEO and Chief Operating Officer

RADIAL SNAPSHOT

Since 1952, we have been enabling technology for the most demanding applications. The results are a range of innovative and award-winning products that customers trust for unrivaled repeatability and performance.

Our Mission

To simplify life for all those who innovate.

In 2023, our turnover amounted to 380 million euros, of which more than 70% was generated outside of France.

Our Expertise

Radiall is focused on four core technologies: radio frequency, fiber optics, power and multipin packaging. Our 12 product lines feature more than 27,000 unique components.

Global Presence

Our 12 manufacturing facilities are located in several countries, including France, Italy, the United States, Mexico, China and India. Our industrial expertise includes molding and plating component assemblies.

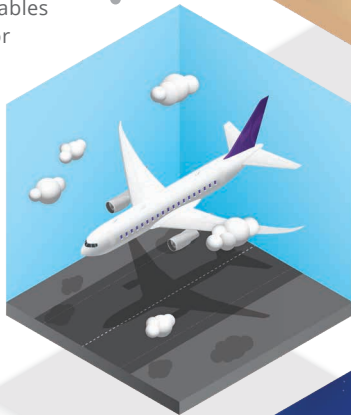
Our community of nearly 3,000 employees is located in 13 countries; 45% of our employees are women and 55% are men. Dare to Be Audacious, Make It Simple, Be Genuine and Grow Together are the values that guide our actions at work.





Aerospace

Our team of expert engineers located around the globe enables us to locally support all major aerospace manufacturers.



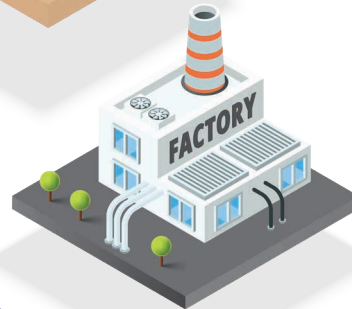
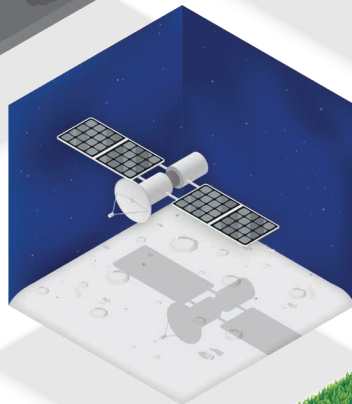
Defense

Radiall has contributed to the defense industry by offering proven product solutions for a wide variety of military and defense applications.



Space

With space heritage dating back to 1974 and involvement in more than 300 satellite programs, our reliable solutions have established a strong reputation.



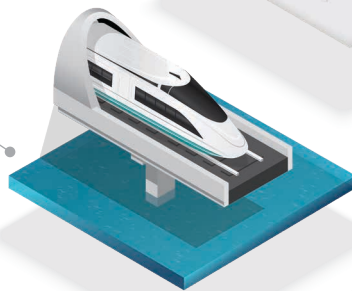
Industrial

Radiall supports the most demanding interconnect applications found in industrial markets, including energy, sensors and private communication.



Rail

Our trusted interconnect solutions offer customers reliability, flexibility and durability in the railway industry.



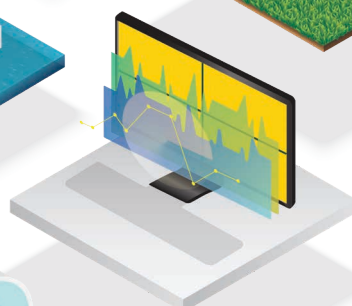
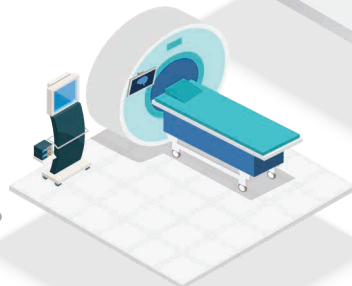
Telecom

Radiall's comprehensive range of interconnect products provide the telecom industry with cutting-edge solutions for harsh outdoor environments.



Medical

We design unique product solutions for the medical industry, specifically adapted for patient monitoring systems and Magnetic Resonance Imaging.



Test & Measurement

Our high performance switches and interconnect products offer exceptional quality and precision.

OUR BUSINESS MODEL

Our business model expresses the value that we create for the company and society as a whole. Our activity is guided by three core objectives: operational and technical excellence, differentiating solutions and building a close relationship with our customers. This is how our teams create sustainable value.

CREATING **connections** THAT MATTER



GROW TOGETHER



MAKE IT SIMPLE



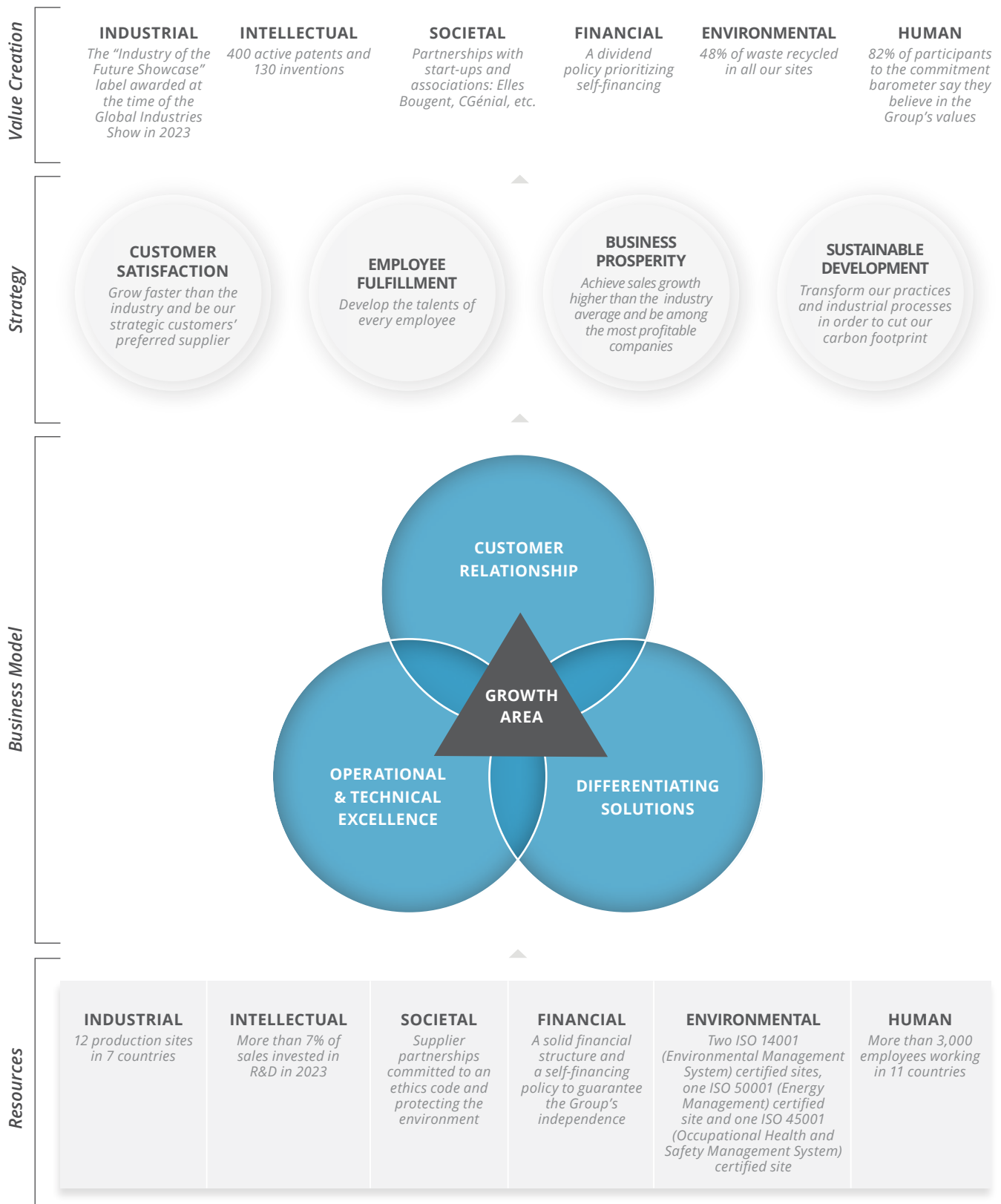
BE GENUINE



DARE TO BE AUDACIOUS

Purpose
Reflecting our
contribution to
the world

Our Values
Guiding our
actions every day



COMPLIANCE AND SOCIAL ETHICS

Leading by Example Each and Every Day

Our drive for excellence is reflected in the approach we take to our business. General management and the members of the OSC (Operational Steering Committee) strive to be exemplary in their actions, embody the Group's values and foster a climate of trust and independence that promotes the welfare of their teams.

With this in mind and to establish risk prevention measures, the Group has put compliance programs in place to ensure that our collaborators:

- Act in good faith in all their commercial and economic transactions
- Conduct operations honestly and with a view to preserving the Group's interests
- Observe the applicable laws and regulations
- Adapt to the cultural particularities of each country in which the Group operates, in a spirit of fairness and solidarity

85% of our connected employees took the anti-corruption module in 2023 and sessions were held in all our factories for the non-connected employees. The module is now included in new hire onboarding processes.

OUR ETHICAL AND SOCIAL CODE OF CONDUCT

These principles are outlined in our Ethical and Social Code of Conduct, which is available on the Group's website and provided to each staff member when they are hired.

The Group has deployed an alert system, along with practical guidelines, placed at the staff's disposal, allowing them to know and exercise their rights as whistleblowers. Staff members must use this system if:

- They are personally aware of acts that they think should be reported and seem to constitute a crime, offense, serious and manifest breach of the law or failure to meet the rules laid down in the in-house rules and regulations and/or the Ethical and Social Code of Conduct
- They are disinterested
- They are acting in good faith

The Ethics Committee deals with the reports it receives via email at contact@radiallethics.com in strict confidence. Its mission also consists of offering advice to the staff on the good understanding of the content of the Ethical and Social Code of Conduct.



VINCENT

"Compliance aims to ensure both observance of the applicable rules and regulations, and the dissemination of a culture of ethics, sustainability and societal responsibility. Its effectiveness is based on a collective effort! Thus, at Radiall, although the Compliance policy and procedures are defined and supervised by the Legal and Compliance Department based at headquarters in Aubervilliers, their deployment relies materially on a network of local Compliance Champions, and their everyday implementation is achieved through the strong involvement of the Purchase, BUs, Sales, Marketing and HR sectors, as well as by in-house auditing."

We have made a choice.

Technology can be a force for good, an opportunity to improve lives. Never before have we had so much potential to aim higher, go further and accomplish more. But we can only achieve real progress if we choose to unite our efforts and focus on the common good. At Radiall, we have made that choice. We engage in positive innovation for a better world.

The future is in our hands.

Environmental crisis, lack of education and unequal opportunities are among the urgent challenges that drive us. As manufacturers, we have the power to shape our destiny. Individually, we can reveal our talents, look beyond ourselves and become masters of our craft. Collectively, we can boost our local economies by creating meaningful jobs and setting an example in the way we grow our business. Our actions are the key to a sustainable, inclusive and equitable future.

What we do makes an impact.

We don't merely manufacture products; we make an impact. By connecting complex systems, we foster simplicity. By empowering technology pioneers, we help improve communication, invent sustainable forms of mobility and create safer environments. And through our ingenuity, we help break down barriers.

Every connection counts.

More than a company, we are a diverse, vibrant and inspiring community. Trust binds us together, and collaboration is the energy that keeps us moving forward. The bonds we form are the foundation for every contribution we make, every change we facilitate. Together, we are building a chain of positive transformation.



OUR PURPOSE

*Our purpose inspires us to
strive for a better world.
Therefore, from our purpose,
we have identified four
initiatives on which we want
to focus. We will use each
initiative to set ambitious
objectives to guide our
transformation.*



INNOVATION

Developing Technologies for Good

Imagining innovative solutions to meet societal challenges by relying on our expertise.

- Facilitating new forms of mobility
- Imagining “zero-emission” aircraft
- Developing sustainable and high-quality infrastructures
- Extending the reach of information technology to as many people as possible
- Building reliable digital defense components
- Making collaborative combat secure



ENVIRONMENT

Preserving Our Planet

Questioning our practices and industrial processes to reduce our environmental footprint.

- Reducing our CO₂ emissions
- Preserving water
- Optimizing our energy consumption
- Reducing our waste and emissions



EMPOWERMENT

Fostering a Learning Community

Developing the talents of every single employee and creating an environment in which our teams can flourish.

- Caring for the health of our employees
- Keeping our sites safe and secure
- Becoming a learning company
- Creating growth opportunities for our teams



COMMUNITY

Contributing to Local Communities

Opening up our industry to greater diversity and building connections with the people and organizations in our territories to create value that lasts.

- Helping our suppliers, subcontractors and partners grow
- Developing our local purchasing policy
- Promoting diversity at all levels
- Boosting our sense of belonging to society



THE 17 UN SUSTAINABLE DEVELOPMENT GOALS

These goals, defined by the UN, express targeted ambitions and priorities to steer society and the planet toward sustainable development. Governments, businesses and the general public are all involved and their actions are interlinked—one person’s commitment inspires others to commit. Through its activities, industrial base and convictions, Radiall seeks to contribute to nine of these objectives.





INNOVATION

Developing Technologies for Good

Imagining innovative solutions to meet societal challenges by relying on our expertise.

RAIL TRANSPORT

“Transport is one of our society’s essential needs. We must be free to get to work, to visit tourist sites and, of course, have the goods and food we need delivered.

Passenger and freight railway transport is both sustainable from an environmental and social viewpoint, with a very small carbon footprint per passenger/kilometer, and accessible to nearly everyone.

Radiall focuses on railway transport with high-power connectors, optical fiber solutions and interconnection boxes, and is present in trams as well as in trains running at 300 km/h.”



FABIO

FACILITATING NEW FORMS OF MOBILITY

Faced with the growing environmental challenges posed by massive urbanization, we must rethink the mobility of individuals and the transport of goods. Increased rail traffic, the invention of electric flying vehicles and recent developments and prototypes around these more sustainable modes of transport have already taken their first steps, and Radiall plays an active role in this movement.

TOWARDS AN OPTIMIZED, UNIFIED EUROPE

With the acceleration of rail transport, a major challenge is the optimization and densification of the traffic on the existing infrastructures. In Europe, with the different technical systems installed since the 1970s, the European railway space has become seriously fragmented, making it difficult to cross the frontiers between countries. European Rail Traffic Management System (ERTMS) is the cornerstone for the increase in traffic in Europe. It consists of interoperable systems, making it possible to protect the trains and enabling automatic driving and ground-train radio communications. These will all require more interconnection solutions, which Radiall will be able to develop for both rolling stock and the railway infrastructure.



60%

The percentage of the world’s population that will live in urban areas by 2030.

IMAGINING “ZERO-EMISSION” AIRCRAFT

The major challenge facing all those involved in the aerospace sector is to drastically reduce the greenhouse gas emissions that they produce. The aerospace industry is focusing on four areas to achieve the goal of “net zero emissions” by 2050: developing disruptive technologies, introducing biofuels, optimizing flight and ground operations, and offsetting carbon emissions.

-55%

The percentage reduction in net CO₂ emissions that flights between European countries must achieve by 2050 compared to 1990 levels, as set out in Europe’s roadmap “Destination 2050.”

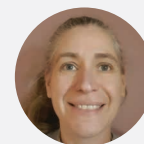
“ZERO-EMISSION” AIRCRAFT AND THE POWER ESCALATION CHALLENGE

Developing a zero-emission aircraft implies not only using greener energy sources - such as biofuels or hydrogen - but also reducing fuel consumption by replacing hydraulic equipment with electrical equipment. The ever-increasing electrification of aircraft means that higher on-board current and voltage are required. This highly demanding environment for connectors in non-pressurized areas requires complete mastery of the physical phenomena generated by voltages of up to 1,000 VDC and currents of up to 400 A. Radiall has an R&D team that is dedicated to understanding these phenomena to define designs, materials and connector protection solutions that enable currents and voltages to be used without any risk to the electrical system.



RADIALL AND GIFAS ARE WORKING TOGETHER TO REDUCE CARBON EMISSIONS

“Radiall is involved in the GIFAS^[1] electrical system working group. The objective of this working group is to map out the actions that will be required to define and certify ‘zero-emission’ aircraft. The group is also seeking to work within the aerospace industry to overcome the challenges of on-board power: this power must be much higher than on a conventional aircraft (current increasing from 200 to 400 A and voltage increasing from 270 to 1000 V). With the use of high voltages and higher currents, there are multiple challenges surrounding electrical discharge phenomena, which are accentuated by climbing in altitude. It is essential for all players in the industry, including Radiall, to work together and share their knowledge and technologies if we are to achieve the first ‘zero-emission’ aircraft certifications by 2035.”



EMILIE

1. French aerospace industries association (Groupement des Industries Françaises Aéronautiques et Spatiales)

ALLIANCES TO PROMOTE RESEARCH

"Radiall has adopted a very proactive partnership approach to support the paradigm shift in the telecommunication market: how to develop infrastructures and accommodate 5G and 6G, while at the same time keeping the environmental impact in check. We are supporting the research work within the CEA-Leti LabCom. This work includes the energy efficiency of 5G antennas. Scientists, Radiall experts and the market's equipment manufacturers must come together to invent more energy efficient technologies. This cannot be accomplished without active contribution from the entire value chain. The very concepts are being discussed within the NGMN (Next Generation Mobile Networks) Alliance, which comprises connectivity specialists from all over the world as well as stakeholders in the telecommunication market, with the aim of designing interfaces that are more efficient, more ergonomic and more respectful of the environment."



PIERRE

DEVELOPING SUSTAINABLE AND HIGH-QUALITY INFRASTRUCTURES

As 5G rolls out and 6G emerges, the promise of higher data rates, more access points and millions of connected objects is on the horizon. However, ever-increasing numbers of connections are coming up against the need to restrict the use of materials. The extensive technological developments that are underway have one objective: succeed in connecting as many people as possible, without compromising performance, quality or sustainability of the infrastructures that will be developed.



1,883

This figure equates to the metric tons of CO₂ emissions eliminated on our Shanghai and Centr'Alp sites due to an initiative taken to procure our gold from a recycled rather than a conventional source.

MORE ENVIRONMENTALLY-FRIENDLY PLATING

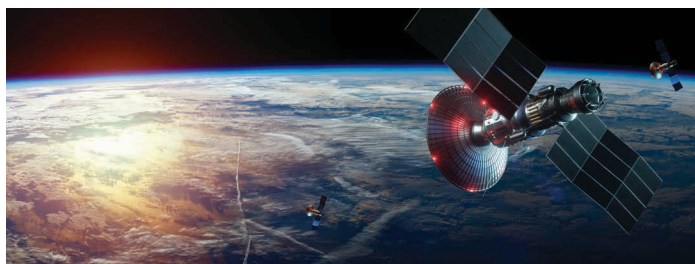
The gold used in the surface coatings of electrical contacts is widely employed for its exceptional electrical conductivity and corrosion stability. Until now, reducing the environmental impact of gold has involved using thinner and thinner layers of gold. It now entails purchasing recycled gold - or replacing gold with new alloys that can provide or exceed the electrical, wear resistance and corrosion properties of the layers. Furthermore, research into the performance of precious metals also concerns eliminating lead or even beryllium, which are used in copper alloys for electrical contacts.

EXTENDING THE REACH OF INFORMATION TECHNOLOGY TO AS MANY PEOPLE AS POSSIBLE

Information and communication technologies have a major role to play, yet 3.6 billion people still do not have access to these technologies. Developing these connections paves the way for access to education, culture and health for everyone, and for the digitization of many services. The latest technological developments are a response to this reality: broader coverage, shorter transmission time and improved connectivity.

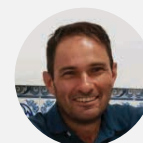
1,250

The number of satellites that are launched into space each year, up to the year 2029. Until recently, this figure was less than 200. These launches include putting constellations into orbit (i.e. a group of satellites, positioned in low orbit - 300 or 600 km above the Earth and operating synchronously). These constellations alone provide complete coverage of the planet and connect developing countries or very isolated areas without the need to install cable networks (copper or fiber optics), which are very complex to lay.



LIFE ON EARTH DEPENDS ON SPACE

"SpacEarth is a campaign that was launched by GIFAS ^[1] at the end of 2021, uniting equipment manufacturers and key players in the European space industry. This initiative aims to promote various challenges facing the European territory, such as eliminating digital deserts in Europe, tackling environmental impacts, and developing disruptive innovations. We are working on solutions to these challenges with our longstanding customers."



OLIVIER

1. French aerospace industries association (Groupement des Industries Françaises Aéronautiques et Spatiales)

THE CONTACT PROGRAM

"The CONTACT^[1] program, which was launched by the French government in 2021, aims to equip all three armed forces (land, air and navy) with a high-speed, secure tactical radio communications system. The radio equipment is adapted to the specific needs of each operational application (infantrymen, vehicles, aircraft and ships) so that the respective combatants can communicate with each other over the same network - whether they are on the ground, in the air or at sea."



CHARLES

1. Tactical and theater digital communications

SUPPORTING SURVEILLANCE AND ELECTRONIC DEFENSE SYSTEMS

The control of a secure, high-speed network for communications between different military platforms is a major challenge. The increase of electronic warfare systems and the growing number of military applications means increasing amounts of information must be shared. With the increase in data digitization, the need for connectivity is growing. The reliability and speed of the information exchange are key when it comes to making the best defensive decisions and ensuring the protection of the members of the military. The growing use of electronic systems results in a significant increase in the flow rates and volumes of information received, processed and sent. This has led to new needs for more exacting and reliable high-performance connection systems. The multiplication of military applications allows platforms to obtain a more precise understanding of the battlefield, providing operational advantages.



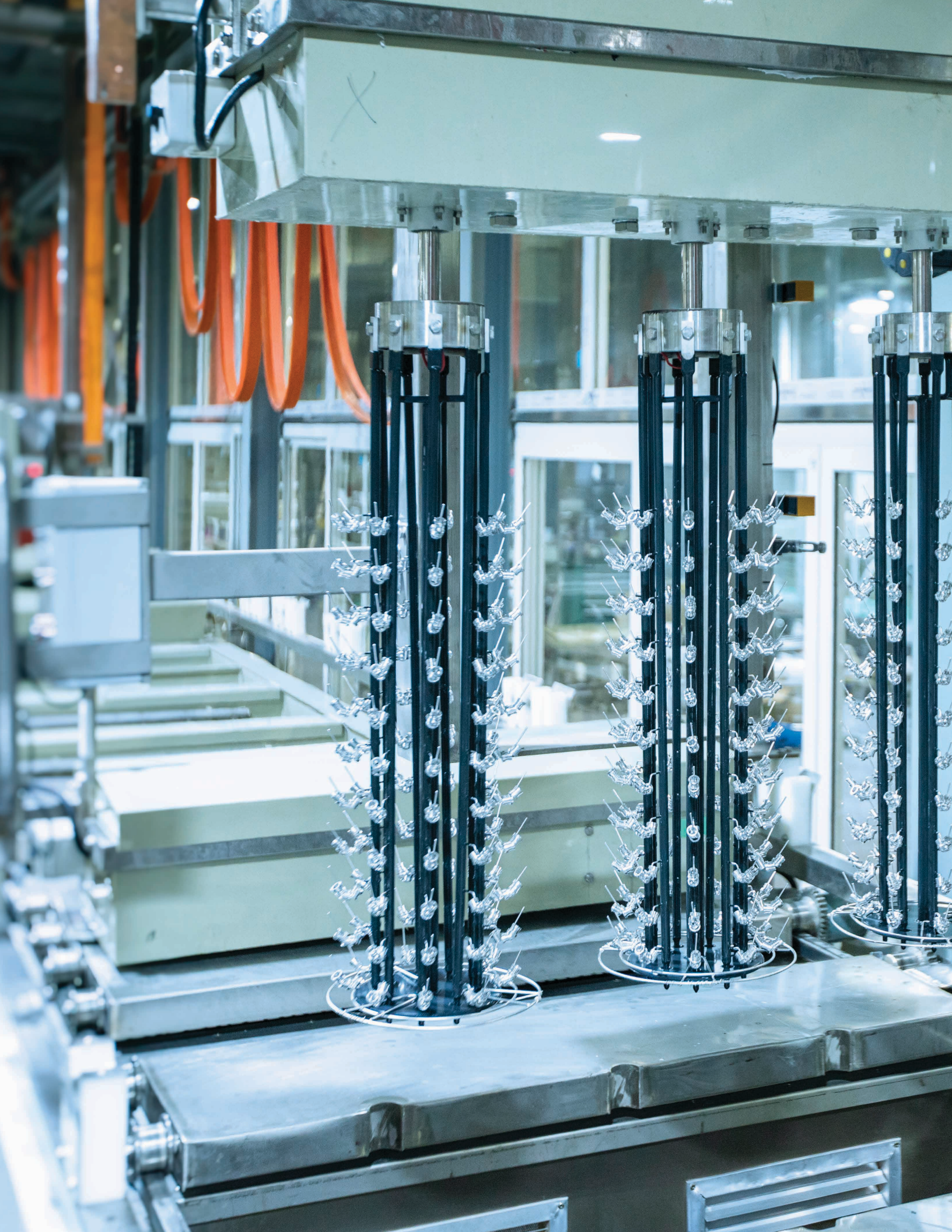
4.0

The technological progress and the increasing use of artificial intelligence in defense systems are forging Army 4.0, a new era for all countries.

HIGH-SPEED CONNECTIONS

The collection of increasingly precise information by the latest-generation electronic warfare systems is essential for the development of collaborative combat where the main challenge is the instantaneous sharing of decisive tactical information providing a major operational advantage. The exchange of sensitive information requires perfectly secure, very high-speed digital radio communications. The information must be consolidated very quickly so that it can then be redirected to the platforms that need it. Through the development of optical point-to-point solutions, robust multipoint solutions, military standard antennas and robust standardized RF connectors, Radiall makes it possible to meet all the needs of a secure, high-speed transmission chain.







ENVIRONMENT

Preserving Our Planet

Questioning our practices and industrial processes to reduce our environmental footprint.

OUR CARBON FOOTPRINT

"The carbon footprint is an essential assessment tool for guiding our actions toward decarbonization, despite the industrial challenges and our business constraints. We have decided to act everywhere we are in a position to do so, by adopting the ACT methodology. Thanks to this approach, we will transform our intentions into a quantified action plan to contribute to effectively combating climate change."



FREDERIC

REDUCING OUR CO₂ EMISSIONS

2022-2023 TRENDS

Radiall's greenhouse gas emissions have fallen by -9,323 tCo₂e (-15%) between 2022 and 2023.

We obtained a reduction of 1,883 tCo₂ due to our continued actions to replace our gold supplies with recycled gold at our Shanghai (China) and Centr'Alp (France) plating factories.

The rest of the reduction is mainly linked to the exceptional effect of stockpiling in 2022 for activities in anticipation of their growth in 2023, which generated a carbon impact in 2022 for products consumed in 2023 (6,000 tCo₂ for Purchases and 2,900 tCo₂ for the Transport of those goods).

ACT ^[1]: A SCENARIO FOR RADIALI'S FUTURE

It's no easy task to reduce our impact. Radiall's emissions are generated by many sources, such as the purchase of materials, energy consumption and employee travel. To transform Radiall into a lower-impact business, we are building a low-carbon strategy using the ACT method.

ACT is a method validated by ADEME ^[2], which enables companies to design a low-carbon strategy aligned on the Paris Agreement. This approach provides a precise framework relying on a set of organizations and international recommendations that contribute to the construction of the low-carbon transition.



1. ACT: Assessing low Carbon Transition

2. Agence française de l'Environnement et de la Maîtrise de l'Energie (ADEME) (French Agency for Ecological Transition)

CARBON FOOTPRINT



SCOPE OF ASSESSMENT

All the Radiall sites except Timbercon, Radiall Italy and the European and Asian sales subsidiaries

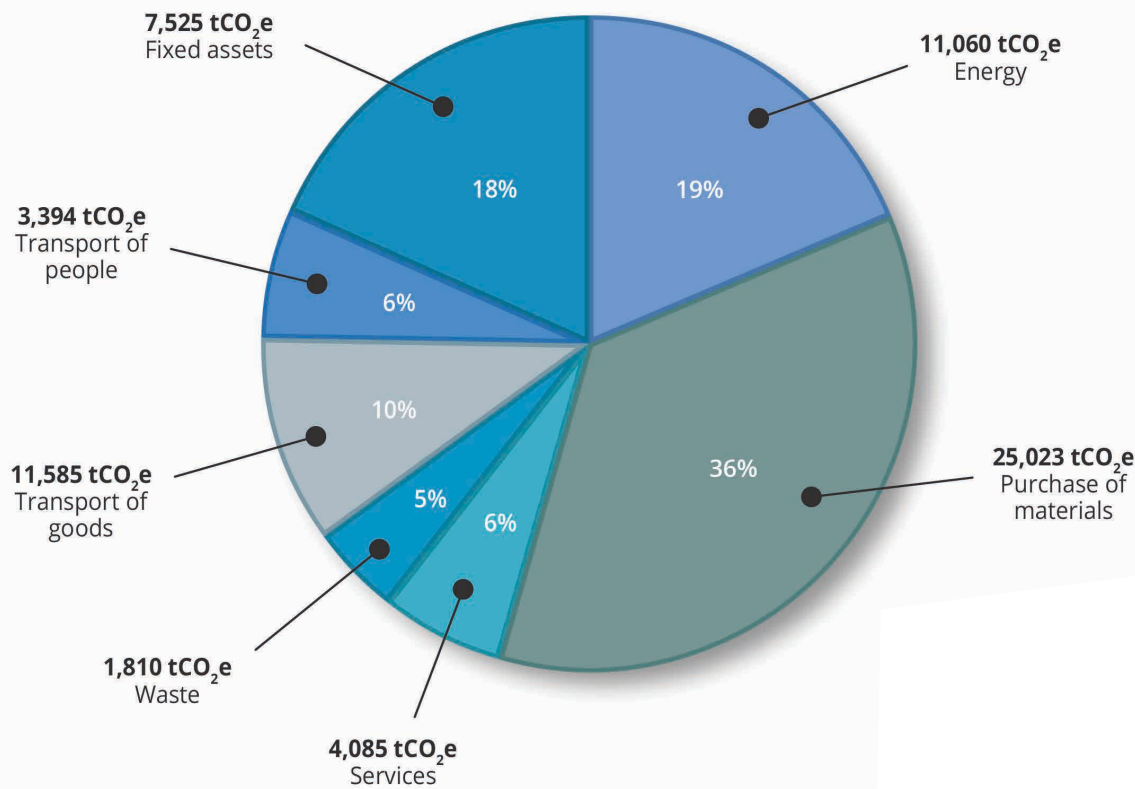


AREAS OF ACTIVITY ASSESSED



2022

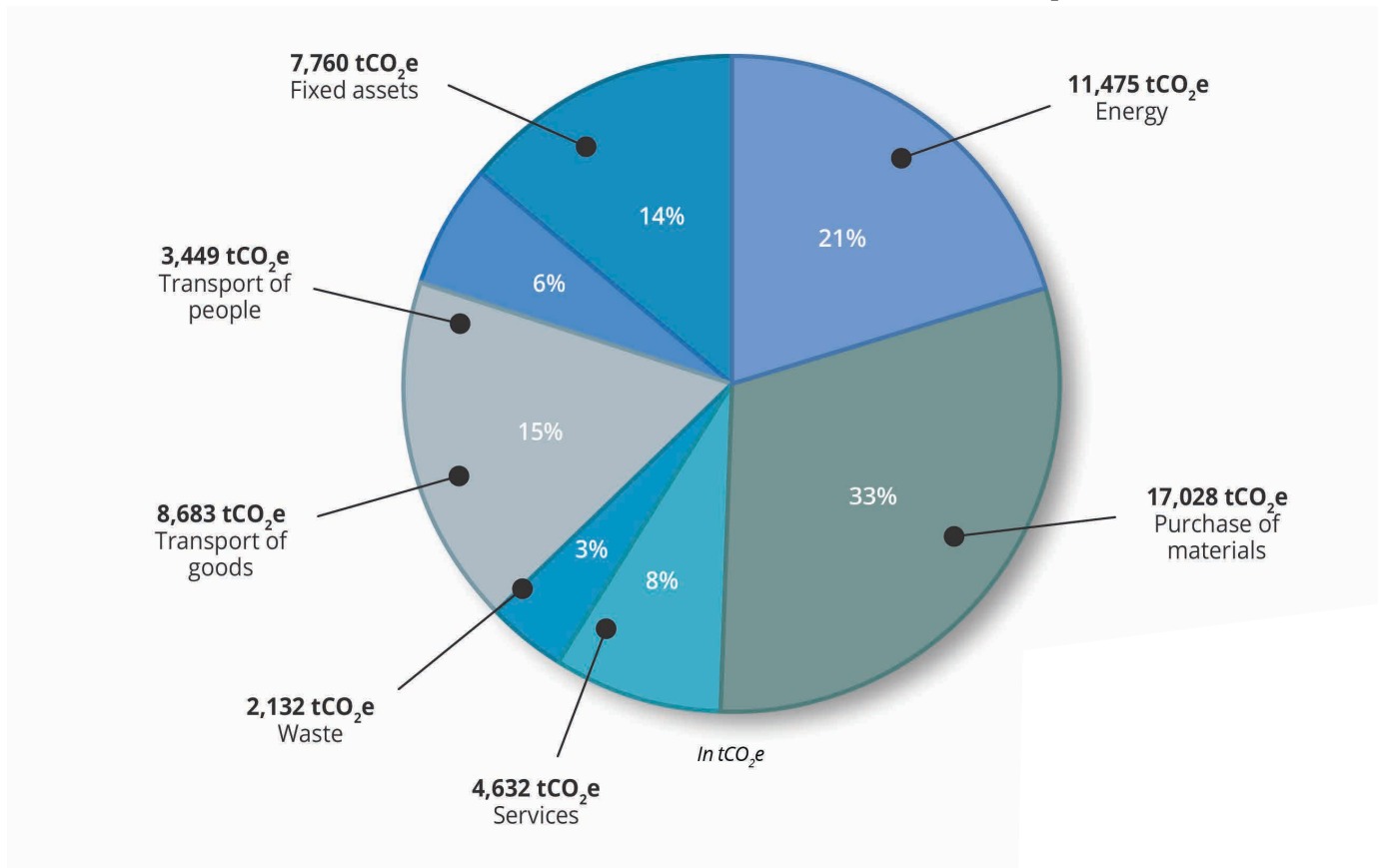
In 2022, the Radiall's carbon footprint represented 64,482 tCO₂e.



The figures for 2022 are given for comparison purposes but have not been audited by Mazars.



2023

In 2023, the Radiall's carbon footprint represented 55,159 tCO₂e.

The calculations were done as a priority with physical data (weight, distance ...). If these physical data are not available or do not cover the whole scope, the monetary data are used with a monetary emission factor calculation based on the known scope.



A MORE EFFICIENT FACTORY

"The construction of our new factory in Shanghai provided an opportunity to optimize the energy efficiency of the facilities. Therefore, the structure of the building has been designed to improve its insulation so that it is more resistant to high temperatures or to periods of extreme cold. Inside our workshops, everything has also been designed to limit energy costs. For example, we recover the heat generated by our compressors to heat our plating baths, instead of using electrical heating elements. These efforts have earned us LEED Gold^[1] certification."



STEWART

1. LEED (Leadership in Energy and Environmental Design): This is an American label that promotes buildings of high environmental quality.

WATER CONSERVATION

Water is an essential resource for our business, as it is used in certain manufacturing phases for our components, such as plating and polishing. To preserve it as much as possible, Radiall is stepping up on projects to limit discharges, facilitate treatment and encourage recycling.

CLOSED-LOOP INDUSTRIAL PROCESSES

Efficient treatment systems are in place on our production sites in Shanghai and Centr'Alp to eliminate open-loop circuits. Plating, which involves applying a coating - for example, of copper or gold - to our components to improve their properties, is the most water-intensive industrial process. Once the water has been used in our baths and treatment processes, it is laden with chemicals and metals. It is then treated and purified by a detoxification station and an evapo-concentration system. Once the water has been purified, it is ready to be used again in our plating workshops. Similarly, in our tribofinishing activity associated with machining, which consists of modifying the surface finish of a component, a filtering system has been installed to reduce the amount of water discharged from the two production sites involved in this activity: Centr'Alp and Dole.



1,500

This is the volume of water (m³), delivered by the evaporator-concentrator at the Centr'Alp site, and reused in the scrubbing towers.

OPTIMIZING OUR ENERGY CONSUMPTION

Inside our factories, energy is consumed mainly in the form of electricity, for air handling and to operate our production equipment, as well as in the form of natural gas, to heat our buildings. Developing an energy saving approach means seeking energy efficiency by modernizing our production sites and rolling out best practices from one site to another, and from one company to another. Reducing our greenhouse gas emissions means increasing the proportion of renewable energy in our consumption.

MAKING OUR SITES MORE ENERGY EFFICIENT

On our three production sites in France, we have capitalized on regulatory energy audits to identify areas for improvement, which has led us to change our lighting to LED systems, modify the air handling systems on our sites and improve the thermal insulation of the buildings. To limit the impact of our energy consumption on the environment, we are also turning to renewable energy sources, by installing 238 solar panels at our site in Obregon, Mexico.

100%

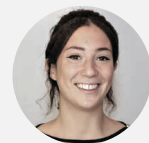
This is the proportion of energy consumed on our French production sites, which comes from renewable sources (guarantees of origin)^[1].



ENERGY EFFICIENCY

"Since 2022, in the framework of the "Preserving Our Planet" roadmap, the focus has been placed on the energy efficiency of our French sites. A specific initiative (Energy Management) has allowed us to draw up a sub-metering plan that will allow us to identify the priority actions we must initiate to pursue the reduction in our energy consumptions.

Obtaining a finer measurement of our main consumption items constitutes the first step in our effort to reduce them and quantify our energy savings. Among the projects we are working on is the launch of a photovoltaic plan on the French sites and putting in place of a tool for the management of different types of consumptions (heating, ventilation, air conditioning, etc.). In Mexico, a solar heat exchanger system will contribute to cutting our external energy needs for the plating activity."



CYRIL AND FARAH

1. 40% across the Radiall Group

PREVENTING THE RISKS OF ACCIDENTAL POLLUTION

"The safety and wellbeing of our personnel are the foundations on which our everyday initiatives are based. By investing in health, safety and the protection of the environment, we are building a sound and responsible future where each action today aims to reduce our impacts. We validate each chemical that enters our sites, put a monitoring system in place wherever necessary and regularly test emergency plans to limit the risks of accidental pollution. The chemicals are stored on retention systems in limited/controlled amounts. And to avoid any pollution linked to our equipment, our machining and plating tools are placed on watertight floors."



SABRINA

REDUCING OUR WASTE AND EMISSIONS

Every year, several hundred chemicals are used to manufacture our components. As a consequence, Radiall is faced with the risk of accidental pollution, which may be linked to the discharge of wastewater into the environment or even atmospheric pollution resulting from a fire. We are striving to mitigate these risks. In addition to this active risk management approach, we have adopted a number of measures to recycle our waste, whether it comes from our industrial activity or from our day-to-day activities.

A SECOND LIFE FOR RAW MATERIALS

The main raw materials used to manufacture our products are copper alloys, plastics and Teflon. Our production sites also use chemicals such as solvents, oils and metal solutions, which coat finished products in our plating facilities. To minimize wasting these resources, we recover metal waste from all our workshops. This waste is then sorted and recycled by specialized service providers so that it can be used again in the distribution chain.

5.99

This is the quantity in metric tons of bio-waste that is recycled at Château-Renault, one of our two sites equipped with a collection point. This bio-waste is transformed into compost - for neighboring agricultural areas - or into biogas to produce electricity to heat a mushroom farm.









EMPOWERMENT

Fostering a Learning Community

Developing the talents of every single employee and creating an environment in which our teams can flourish.

OUR HEALTH PROGRAM

"Healthy Together, our health program is ambitious. It is designed around four pillars: ensuring that each staff member benefits from good health coverage, reducing the professional risks on our production sites, raising awareness regarding the preservation of our health capital and keeping people in work until retirement age. The strength of this program lies in its bottom-up approach: each site proposes initiatives to improve the health of our staff at work (> 100 in 2023). These initiatives are shared within the Radial community and adopted by other sites."



CAROLE

CARING FOR THE HEALTH OF OUR EMPLOYEES

The health of each and every one of us is precious, and preserving health is a priority from the moment we start our professional life. This focus is particularly relevant in industrial companies, where the jobs are demanding: precise handling, sitting posture and repetitive movements. Although the development of cobotics actively contributes to minimizing musculoskeletal disorders, developing a culture of prevention enables our employees to unleash their potential while maintaining mental health.

60

This is the number of ambassadors in the Healthy Together program network spread between nine of our sites around the world.



ERGONOMICS AND ADAPTATION OF WORKSTATIONS

On our sites, the HSE teams, nurses and the corporate committee for health, safety and working conditions (CSSCT⁽¹⁾) are actively engaged in studying postures, identifying repetitive movements and proposing solutions geared to each individual's needs. In offices, ergonomic chairs and mice, keyboard wrist-rest pads, etc. have been installed, including at home for teleworking. Inside our workshops, various workstation layouts and cobots (collaborative robots) have been implemented to relieve employees of the most repetitive movements, which are often associated with musculoskeletal disorders. From Timéa, the cobot on our Château-Renault site, which moves heavy loads between the workshops and the warehouse, to Yumi, the cobot at L'Isle d'Abeau, which replaces manual swinging movements, nothing is left to chance to preserve the health of our employees.

1. Commission Santé, Sécurité et Conditions de Travail - Health, Safety and Working Conditions Committee

ENSURING SAFETY ON OUR SITES

Whether handling chemicals, working in noisy environments or operating machinery, the industrial world poses many safety risks to the employees who work there. While the Factory of the Future is just around the corner, we are convinced that it is our responsibility to strengthen our efforts to make people the focal point of our transformation and create safe environments that foster quality of life at work.

18%

The amount by which occupational accidents that resulted in sick leave at the level of the group were reduced between 2022 and 2023.

“ZERO INJURIES DOES NOT HAPPEN BY ACCIDENT”

“Zero incidents are not achieved by accident.” This conviction resonates throughout all of our production sites, through an awareness campaign conducted by the HSE teams since 2020. It reminds employees of the appropriate actions to take for their safety. Reading labels when handling chemicals, using the right equipment when moving heavy loads, wearing the right protective equipment for the task at hand... these are some of the recommendations given by the HSE teams in this campaign to achieve one objective: zero accidents.



OUR HSE APPROACH

“Across all our sites, we have approximately 15 coordinators who are tasked with rolling out the Health, Safety and Environment (HSE) policy. We spend a lot of time in the field. In France, the corporate committee for health, safety and working conditions (CSSCT) meets up with the management of each site and key players four times a year to map the risks for our teams using an occupational risk assessment document, called a Document Unique in French. In addition to constantly monitoring compliance with laws and risk prevention, we are committed to disseminating best practices to all sites, where they are tailored to suit local conditions. For example, this is the situation with the process of managing chemical products and associated risks, substance substitution projects or the ergonomic initiative.”



CYRIL

RADIAL CAMPUS, A REFLEX INCREASINGLY INTEGRATED IN OUR CORPORATE CULTURE

“Radial Campus is now deeply rooted in the Radial staff’s habits, with participation figures that have tripled during the year 2023. It has become a lever for the development of skills with obligatory training courses, on-boarding content and vocational content. We are pursuing the improvement of the Radial Campus platform by continually improving the learning experience with additions to the training catalog and new functionalities that will arrive in 2024.”



MESSAOU D

BECOMING A LEARNING COMPANY

Attracting and keeping talents is a major challenge for all businesses seeking to develop. We are no exception to the rule and we are committed to supporting our employees in adapting to changes in jobs, technologies and the way work is organized. We provide them with the means to develop their skills and employability throughout their career at Radial by facilitating access to training, adding new roles and providing them with an in-house job board.

1,206

This is the number of training initiatives conducted in France in 2023.

ALETIA, A SHARED TRAINING ACADEMY

ALETIA is the brainchild of five other ISEs ^[1] who share our conviction: employee development is inextricably linked to corporate development. Through the founding of this collaborative university, we are pooling our training and mentoring resources to provide a trusted venue for participants who, although coming from different backgrounds, are confronted with similar issues. Methods, tools, exchanges of best practices and feedback, there is no shortage of benefits for our 135 employees in France who have taken an ALETIA training course in 2023.



1. ISE: Intermediate Sized Enterprise

CREATING GROWTH OPPORTUNITIES FOR OUR TEAMS

Our company and its capacity for innovation are founded on its talented, committed and passionate employees, who shape Radiall through their diversity of ideas and initiatives. We would like our employees to actively contribute to our strategy for sustainable growth. To achieve this, we offer them the opportunity to give life to their ideas and become part of purposeful and fulfilling projects.

90%

The percentage of participants in our innovation and engagement programs, deployed at all our sites, who say they feel proud to be a part of Radiall.

EXPLORERS, THE ACCELERATION PROGRAM

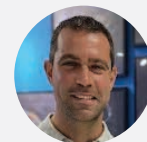
Explorers is a program that has been rolled out to our French sites, with the conviction that our insights can only be of value if they are shared, explored, tested and then adopted. In 2022, ten project owners were chosen to receive support over a nine-month period, working on their own or in a team. A comprehensive pathway based on methodologies inspired by those used by entrepreneurs - including Design Thinking, Lean Start Up, etc. - in order to explore their six insights, grow them and meet one of Radiall's innovation challenges. This program is designed with a profound sense of working together through an alternative approach, to build a community of innovators and breathe life into projects with a very unique DNA.



MOB&CO, AN ENRICHING INTRAPRENEURIAL ADVENTURE

"I wanted to take part in this program for several reasons.

I wanted to move outside my comfort zone in the design office by discovering a new sector. I also wanted to discover other more agile working methods, with greater autonomy and be a player for the preservation of the environment. Being an entrepreneur while remaining within an ambitious group, open to diversification - that's what it means to be an intrapreneur at Radiall."



WILFRIED





COMMUNITY

Contributing to Local Communities

Opening up our industry to greater diversity and building connections with the people and organizations in our territories to create value that lasts.

CONTRIBUTING TO LOCAL COMMUNITIES

"In 2023 at Radiall India, we decided to invest our CSR fund (2% of our net profits over the last three years) to improve the traffic conditions in the industrial zone where we are based, by defining a high level of service that could serve as an example for the local institutions. We decided to build a model road in front of our plant. In line with our goal, we have built a complete road with wide lanes, appropriate signs, sidewalks, handrails and even a modern drainage system. The Radiall road has established an ambitious standard for the public-private sector partnership model, and encourages many companies to undertake CSR projects that improve the living conditions for the community in which they operate."



BIJU

HELPING OUR SUPPLIERS, SUBCONTRACTORS AND PARTNERS TO GROW

The relationships with our suppliers and subcontractors are sustainable. At Radiall, working with a supplier or partner is a long-term process, lasting anywhere from a few years to nearly 30 years for some. Throughout the course of this collaborative venture, we strive to create a sense of openness: to share our vision and requirements, to understand the challenges of our partners and to provide visibility on our collaborative efforts so that we can lay the groundwork for our partners to develop.

1,200

The number of active suppliers that we are working with. Our panel is primarily composed of intermediate-sized enterprises, together with small and medium-sized companies and micro-enterprises.

REGULATORY REQUIREMENTS

Radiall selects and works with its suppliers and subcontractors impartially and in good faith. Radiall's standard terms and conditions of purchase stipulate the following requirements:

- Compliance with local regulations in terms of labor laws and health and safety conditions
- The provisions of the United Nations Convention on the Rights of the Child of November 20, 1989, which prohibit child labor
- Refraining from using any form of forced or compulsory labor as defined in Article 1 of the International Labor Organization's Convention of June 25, 1957 on the Abolition of Forced Labor
- Compliance with the following regulations: directives concerning RoHS (Restriction of Hazardous Substances), WEEE (Waste Electrical and Electronic Equipment), REACH (Registration Evaluation Authorization Chemicals) and 2003/11/EC, together with the "International Traffic in Arms Regulations (ITAR)" and "Export Administration Regulations (EAR)"
- The applicable regulations regarding the fight against corruption, and export controls

DEVELOPING OUR LOCAL PURCHASING POLICY

A close relationship with our customers is in our DNA, and we strive to develop the same close relationship with our suppliers and subcontractors. This means that we form a three-tiered chain of customers, industrial sites and suppliers, which creates an ecosystem with deep local roots. The aim is to draw on the vastness of our international network while ensuring that the economic and societal benefits that are created take root in the territories in which we operate.



90%

This is the average portion of our direct outsourced purchases made in the territory where they are used for production purposes.

MEETINGS WITH OUR PARTNERS

"Since 2021, we have been part of a network bringing together the Purchasing Directors of the companies that have signed the Local Economic Pact promoted by the Grenoble-Alpes region. We share our best practices established with the suppliers located in the Grenoble area and identify potential partners with which we could collaborate. We are currently focusing our efforts on indirect purchases. Again, in an effort to foster the development of our partners, we actively contributed to discussions during the Customer/Supplier Colloquium organized by the French aerospace industry association GIFAS, with the main objective of developing industry resilience for players - especially SMEs - in the aerospace sector."



ALEXANDRE

THE CONMDEMUJER PROGRAM

"We are very proud of the results obtained thanks to our ConMdeMujer program at Radiall Obregon. Twelve awareness-raising and training sessions were organized in 2023, for our female staff with subjects related to health, increased autonomy, wellbeing and emotional development, among other topics, conducted by experts in their respective areas. During this period, we had more than 800 participants, which represents an increase of more than 50% compared to the previous year. We remain committed to the wellbeing and growth of our female staff, and we are convinced this strategy contributes to our shared growth."



ELIZABETH

PROMOTING DIVERSITY ON ALL SITES

For several decades, our international presence has forged our openness to others and diversity is one of the cornerstones of our DNA. Our commitments include the importance of the role of women in our industry, enthusiasm for the younger generations and respect for each individual. This is how the workplace becomes a meeting place and how the wealth and diversity of our community is perpetuated.

OUR DISABILITY MISSION

Today, 4.89% of Radiall SA employees are recognized as disabled workers. Moreover, the issue of disability in the company is not just about recruiting people with disabilities - it is also about keeping them in employment, developing partnerships with adapted companies ^[1] and raising awareness of disability issues among our employees, which we do every year during the SEEPH ^[2]. Furthermore, in 2021, our awareness-raising and job security actions were recognized by the "SEEPH" prize awarded by the French employer federation, Mouvement des Entreprises de France, in the Auvergne Rhône-Alpes region and by the AGEFIPH, a French government agency promoting the employment of people with disabilities.



185

This is the number of interns and apprentices that Radiall welcomed in its teams in 2023. We have obtained the HappyTrainees Alternance certification, which acknowledges companies that propose a motivating and fulfilling work environment for students.

1. Aihdac, CAT La Boisnière, Messidor, Geth, Meleze, Fontaine Insertion.
2. European Week for the Employment of People with Disabilities.

BOOSTING OUR SENSE OF BELONGING TO SOCIETY

Facilitating connections between young people and industry is a historical commitment. As access to employment becomes increasingly complex for young people, we play a key role in guiding them and instilling confidence. This commitment thrives thanks to the efforts of our employees, who are central to these meetings between young people, their talents and the needs of our industry.

18

This is the number of female staff engaged in their role as Sponsor in the framework of our partnership with Elles Bougent.

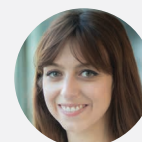
PROMOTING CAREERS IN INDUSTRY

Several annual events are organized for the employees of our factories in France, including Professeurs en entreprise (Teachers in the Company) - an initiative promoted by the CGénial Foundation - and Classe en entreprise (Company Classroom). Introductory sessions that take a fresh look at jobs and careers in industry. Guided by the knowledge and skills of our teams, 15 teachers set out to discover our expertise in molding, assembly, machining and much more. As part of the "Ingénieurs et techniciens dans les Classes" (Engineers and Technicians in the Classroom) program, 12 presentations (twice as many as in 2022) were given by volunteer employees introduce their professions and careers to young middle and high school students.



OUR PARTNERSHIP WITH "ELLES BOUGENT"

"The Elles Bougent association aims to inspire female vocations in the aerospace, space and defense sectors. We joined in 2017. Today, 18 women staff are engaged in their capacity as Sponsors, acting to raise awareness of the engineering and technical professions for women: career-guidance forums, international trade fairs, innovation challenges and sharing experiences. Meetings that make it possible to forge lasting bonds and prove that careers for women in our industry are accessible to all women."



MARGAUX



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